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MEMORANDUM FOR: Messrs. White, Stewart, [REDACTED]

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SUBJECT: Tentative Detailed Description of Proposed
 CIA Retirement System

The attached detailed description of a proposed CIA Retirement System follows the format of the Kaplan Report of 1954. Comparison can be made with the 26 then-extant Federal Retirement Systems. The salient features of the proposal are:

- (a) Restriction of coverage to true Career Employees of the Agency. [See paragraph I A, page 1 of the attached]
- (b) Extension of coverage to certain contract employees, for operational reasons of a long range nature. [See paragraph I B 5(b), page 1.]
- (c) The adoption of a proposal similar to one made by the Department of State (which has been cleared by the Bureau of the Budget) which would permit a retired Career Employee of CIA to accept employment elsewhere in the Government with suspension of only part, rather than all, of his already earned annuity. [See paragraph I B 6, page 2.]
- (d) The adoption of the "Ellsworth Formula" - early retirement at age 50 after 20 years creditable service, 10 of which have been spent overseas, with computation of annuity at straight 2%. [See paragraph II A, page 3.]
- (e) Involuntary retirement, at the discretion of the DCI, at any time after age 55. [See paragraph II A 2(a), page 3]
- (f) Compulsory retirement at age 60 except in special cases. [See paragraph II A 3(a), page 4.]
- (g) Involuntary retirement at age 45, if selected out, with limited annuity. [See paragraph II A 2(b), page 3.]
- (h) Involuntary retirement at less than age 45, if selected out, with one year severance pay in lieu of annuity. [See paragraph II A 2(c), page 4.]

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[REDACTED]
 Deputy Director of Personnel
 for Planning and Development

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